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ISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

rley F. Ebbesen	Division of	Wage Determination No.: 2005-2081
ector	Wage Determinations	Revision No.: 10
		Date Of Revision: 09/01/2010

te: Colorado

a: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek,
ver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan,
k, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing		
UPATION CODE - TITLE	FOOTNOTE	RATE
00 - Administrative Support And Clerical Occupations		
1011 - Accounting Clerk I		14.16
1012 - Accounting Clerk II		16.44
1013 - Accounting Clerk III		18.38
1020 - Administrative Assistant		26.31
1040 - Court Reporter		19.59
1051 - Data Entry Operator I		14.06
1052 - Data Entry Operator II		15.35
1060 - Dispatcher, Motor Vehicle		19.37
1070 - Document Preparation Clerk		14.55
1090 - Duplicating Machine Operator		14.55
1111 - General Clerk I		13.39
1112 - General Clerk II		14.61
1113 - General Clerk III		16.40
1120 - Housing Referral Assistant		21.75
1141 - Messenger Courier		13.02
1191 - Order Clerk I		14.93
1192 - Order Clerk II		16.29
1261 - Personnel Assistant (Employment) I		16.67
1262 - Personnel Assistant (Employment) II		18.65
1263 - Personnel Assistant (Employment) III		20.79
1270 - Production Control Clerk		22.33
1280 - Receptionist		14.27
1290 - Rental Clerk		15.53
1300 - Scheduler, Maintenance		17.15
1311 - Secretary I		17.15
1312 - Secretary II		19.19
1313 - Secretary III		21.75
1320 - Service Order Dispatcher		14.37
1410 - Supply Technician		26.31
1420 - Survey Worker		17.77
1531 - Travel Clerk I		13.55
1532 - Travel Clerk II		14.20
1533 - Travel Clerk III		15.19
1611 - Word Processor I		14.15
1612 - Word Processor II		15.88
1613 - Word Processor III		17.77
00 - Automotive Service Occupations		
5005 - Automobile Body Repairer, Fiberglass		26.19

5010 - Automotive Electrician	20.43
5040 - Automotive Glass Installer	19.36
5070 - Automotive Worker	19.36
5110 - Mobile Equipment Servicer	17.61
5130 - Motor Equipment Metal Mechanic	20.82
5160 - Motor Equipment Metal Worker	19.36
5190 - Motor Vehicle Mechanic	20.82
5220 - Motor Vehicle Mechanic Helper	16.41
5250 - Motor Vehicle Upholstery Worker	19.36
5280 - Motor Vehicle Wrecker	19.36
5310 - Painter, Automotive	19.69
5340 - Radiator Repair Specialist	19.36
5370 - Tire Repairer	14.98
5400 - Transmission Repair Specialist	20.82
00 - Food Preparation And Service Occupations	
7010 - Baker	14.52
7041 - Cook I	13.06
7042 - Cook II	15.10
7070 - Dishwasher	9.69
7130 - Food Service Worker	10.90
7210 - Meat Cutter	15.13
7260 - Waiter/Waitress	10.65
00 - Furniture Maintenance And Repair Occupations	
9010 - Electrostatic Spray Painter	19.06
9040 - Furniture Handler	15.90
9080 - Furniture Refinisher	19.06
9090 - Furniture Refinisher Helper	15.90
9110 - Furniture Repairer, Minor	18.10
9130 - Upholsterer	19.06
00 - General Services And Support Occupations	
1030 - Cleaner, Vehicles	11.08
1060 - Elevator Operator	11.08
1090 - Gardener	18.19
1122 - Housekeeping Aide	12.46
1150 - Janitor	12.01
1210 - Laborer, Grounds Maintenance	14.67
1240 - Maid or Houseman	9.16
1260 - Pruner	13.16
1270 - Tractor Operator	17.30
1330 - Trail Maintenance Worker	14.67
1360 - Window Cleaner	13.37
00 - Health Occupations	
2010 - Ambulance Driver	18.18
2011 - Breath Alcohol Technician	20.66
2012 - Certified Occupational Therapist Assistant	19.48
2015 - Certified Physical Therapist Assistant	18.75
2020 - Dental Assistant	18.55
2025 - Dental Hygienist	36.80
2030 - EKG Technician	24.05
2035 - Electroneurodiagnostic Technologist	24.05
2040 - Emergency Medical Technician	18.18
2071 - Licensed Practical Nurse I	18.46
2072 - Licensed Practical Nurse II	20.66
2073 - Licensed Practical Nurse III	23.03
2100 - Medical Assistant	15.94
2130 - Medical Laboratory Technician	17.47
2160 - Medical Record Clerk	16.12
2190 - Medical Record Technician	18.04
2195 - Medical Transcriptionist	18.73
2210 - Nuclear Medicine Technologist	36.64

2221 - Nursing Assistant I	11.78
2222 - Nursing Assistant II	13.25
2223 - Nursing Assistant III	14.46
2224 - Nursing Assistant IV	16.23
2235 - Optical Dispenser	20.66
2236 - Optical Technician	18.46
2250 - Pharmacy Technician	15.81
2280 - Phlebotomist	16.23
2305 - Radiologic Technologist	26.85
2311 - Registered Nurse I	29.98
2312 - Registered Nurse II	36.67
2313 - Registered Nurse II, Specialist	36.67
2314 - Registered Nurse III	43.96
2315 - Registered Nurse III, Anesthetist	43.96
2316 - Registered Nurse IV	53.17
2317 - Scheduler (Drug and Alcohol Testing)	27.05
00 - Information And Arts Occupations	
3011 - Exhibits Specialist I	18.46
3012 - Exhibits Specialist II	22.87
3013 - Exhibits Specialist III	27.97
3041 - Illustrator I	20.05
3042 - Illustrator II	23.10
3043 - Illustrator III	28.26
3047 - Librarian	28.29
3050 - Library Aide/Clerk	15.88
3054 - Library Information Technology Systems Administrator	25.55
3058 - Library Technician	17.64
3061 - Media Specialist I	18.43
3062 - Media Specialist II	20.62
3063 - Media Specialist III	22.99
3071 - Photographer I	16.85
3072 - Photographer II	18.85
3073 - Photographer III	23.36
3074 - Photographer IV	28.57
3075 - Photographer V	34.56
3110 - Video Teleconference Technician	18.26
00 - Information Technology Occupations	
4041 - Computer Operator I	17.81
4042 - Computer Operator II	19.93
4043 - Computer Operator III	22.21
4044 - Computer Operator IV	24.69
4045 - Computer Operator V	28.56
4071 - Computer Programmer I	24.31
4072 - Computer Programmer II	(see 1)
4073 - Computer Programmer III	(see 1)
4074 - Computer Programmer IV	(see 1)
4101 - Computer Systems Analyst I	(see 1)
4102 - Computer Systems Analyst II	(see 1)
4103 - Computer Systems Analyst III	(see 1)
4150 - Peripheral Equipment Operator	17.81
4160 - Personal Computer Support Technician	24.69
00 - Instructional Occupations	
5010 - Aircrew Training Devices Instructor (Non-Rated)	35.58
5020 - Aircrew Training Devices Instructor (Rated)	43.06
5030 - Air Crew Training Devices Instructor (Pilot)	49.15
5050 - Computer Based Training Specialist / Instructor	35.58
5060 - Educational Technologist	31.17
5070 - Flight Instructor (Pilot)	49.15
5080 - Graphic Artist	21.93

5090 - Technical Instructor	21.99
5095 - Technical Instructor/Course Developer	26.89
5110 - Test Proctor	17.74
5120 - Tutor	17.74
00 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
6010 - Assembler	9.84
6030 - Counter Attendant	9.84
6040 - Dry Cleaner	12.71
6070 - Finisher, Flatwork, Machine	9.84
6090 - Presser, Hand	9.84
6110 - Presser, Machine, Drycleaning	9.84
6130 - Presser, Machine, Shirts	9.84
6160 - Presser, Machine, Wearing Apparel, Laundry	9.84
6190 - Sewing Machine Operator	13.57
6220 - Tailor	14.48
6250 - Washer, Machine	10.93
00 - Machine Tool Operation And Repair Occupations	
9010 - Machine-Tool Operator (Tool Room)	18.32
9040 - Tool And Die Maker	21.57
00 - Materials Handling And Packing Occupations	
1020 - Forklift Operator	14.96
1030 - Material Coordinator	22.33
1040 - Material Expediter	22.33
1050 - Material Handling Laborer	17.36
1071 - Order Filler	13.44
1080 - Production Line Worker (Food Processing)	14.96
1110 - Shipping Packer	15.20
1130 - Shipping/Receiving Clerk	15.20
1140 - Store Worker I	11.90
1150 - Stock Clerk	15.99
1210 - Tools And Parts Attendant	16.28
1410 - Warehouse Specialist	14.96
00 - Mechanics And Maintenance And Repair Occupations	
3010 - Aerospace Structural Welder	27.73
3021 - Aircraft Mechanic I	27.10
3022 - Aircraft Mechanic II	28.53
3023 - Aircraft Mechanic III	29.70
3040 - Aircraft Mechanic Helper	19.22
3050 - Aircraft, Painter	25.80
3060 - Aircraft Servicer	22.49
3080 - Aircraft Worker	24.13
3110 - Appliance Mechanic	22.34
3120 - Bicycle Repairer	14.98
3125 - Cable Splicer	30.57
3130 - Carpenter, Maintenance	19.40
3140 - Carpet Layer	18.72
3160 - Electrician, Maintenance	24.90
3181 - Electronics Technician Maintenance I	22.14
3182 - Electronics Technician Maintenance II	23.65
3183 - Electronics Technician Maintenance III	25.12
3260 - Fabric Worker	20.52
3290 - Fire Alarm System Mechanic	21.09
3310 - Fire Extinguisher Repairer	18.97
3311 - Fuel Distribution System Mechanic	23.46
3312 - Fuel Distribution System Operator	18.97
3370 - General Maintenance Worker	19.16
3380 - Ground Support Equipment Mechanic	27.10
3381 - Ground Support Equipment Servicer	22.49
3382 - Ground Support Equipment Worker	24.13
3391 - Gunsmith I	17.13

3392 - Gunsmith II	19.81
3393 - Gunsmith III	22.48
3410 - Heating, Ventilation And Air-Conditioning mechanic	22.73
3411 - Heating, Ventilation And Air Contditioning echanic (Research Facility)	23.92
3430 - Heavy Equipment Mechanic	22.05
3440 - Heavy Equipment Operator	20.98
3460 - Instrument Mechanic	28.48
3465 - Laboratory/Shelter Mechanic	21.17
3470 - Laborer	13.87
3510 - Locksmith	20.97
3530 - Machinery Maintenance Mechanic	23.43
3550 - Machinist, Maintenance	19.33
3580 - Maintenance Trades Helper	15.26
3591 - Metrology Technician I	28.48
3592 - Metrology Technician II	29.91
3593 - Metrology Technician III	31.16
3640 - Millwright	22.48
3710 - Office Appliance Repairer	21.44
3760 - Painter, Maintenance	17.84
3790 - Pipefitter, Maintenance	24.59
3810 - Plumber, Maintenance	21.93
3820 - Pneudraulic Systems Mechanic	22.48
3850 - Rigger	22.48
3870 - Scale Mechanic	19.81
3890 - Sheet-Metal Worker, Maintenance	19.85
3910 - Small Engine Mechanic	17.92
3931 - Telecommunications Mechanic I	27.08
3932 - Telecommunications Mechanic II	28.50
3950 - Telephone Lineman	23.34
3960 - Welder, Combination, Maintenance	19.79
3965 - Well Driller	20.88
3970 - Woodcraft Worker	22.48
3980 - Woodworker	17.13
00 - Personal Needs Occupations	
4570 - Child Care Attendant	10.69
4580 - Child Care Center Clerk	14.17
4610 - Chore Aide	10.52
4620 - Family Readiness And Support Services ordinator	15.93
4630 - Homemaker	16.29
00 - Plant And System Operations Occupations	
5010 - Boiler Tender	24.70
5040 - Sewage Plant Operator	22.79
5070 - Stationary Engineer	24.70
5190 - Ventilation Equipment Tender	17.33
5210 - Water Treatment Plant Operator	22.79
00 - Protective Service Occupations	
7004 - Alarm Monitor	20.94
7007 - Baggage Inspector	13.19
7008 - Corrections Officer	23.36
7010 - Court Security Officer	27.27
7030 - Detection Dog Handler	21.32
7040 - Detention Officer	24.05
7070 - Firefighter	29.32
7101 - Guard I	13.19
7102 - Guard II	21.32
7131 - Police Officer I	29.14
7132 - Police Officer II	32.39

00 - Recreation Occupations	
8041 - Carnival Equipment Operator	13.08
8042 - Carnival Equipment Repairer	14.10
8043 - Carnival Equipment Worker	10.23
8210 - Gate Attendant/Gate Tender	15.14
8310 - Lifeguard	11.73
8350 - Park Attendant (Aide)	16.75
8510 - Recreation Aide/Health Facility Attendant	12.36
8515 - Recreation Specialist	16.28
8630 - Sports Official	13.49
8690 - Swimming Pool Operator	17.05
00 - Stevedoring/Longshoremen Occupational Services	
9010 - Blocker And Bracer	23.50
9020 - Hatch Tender	23.50
9030 - Line Handler	23.50
9041 - Stevedore I	21.91
9042 - Stevedore II	25.48
00 - Technical Occupations	
0010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.39
0011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.47
0012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.16
0021 - Archeological Technician I	19.40
0022 - Archeological Technician II	21.70
0023 - Archeological Technician III	26.89
0030 - Cartographic Technician	26.41
0040 - Civil Engineering Technician	24.61
0061 - Drafter/CAD Operator I	18.45
0062 - Drafter/CAD Operator II	20.65
0063 - Drafter/CAD Operator III	23.84
0064 - Drafter/CAD Operator IV	31.50
0081 - Engineering Technician I	18.44
0082 - Engineering Technician II	20.69
0083 - Engineering Technician III	23.15
0084 - Engineering Technician IV	28.69
0085 - Engineering Technician V	35.09
0086 - Engineering Technician VI	42.45
0090 - Environmental Technician	24.08
0210 - Laboratory Technician	21.37
0240 - Mathematical Technician	26.62
0361 - Paralegal/Legal Assistant I	19.46
0362 - Paralegal/Legal Assistant II	24.11
0363 - Paralegal/Legal Assistant III	29.49
0364 - Paralegal/Legal Assistant IV	35.68
0390 - Photo-Optics Technician	26.62
0461 - Technical Writer I	26.26
0462 - Technical Writer II	32.12
0463 - Technical Writer III	38.86
0491 - Unexploded Ordnance (UXO) Technician I	24.40
0492 - Unexploded Ordnance (UXO) Technician II	29.52
0493 - Unexploded Ordnance (UXO) Technician III	35.38
0494 - Unexploded (UXO) Safety Escort	24.40
0495 - Unexploded (UXO) Sweep Personnel	24.40
0620 - Weather Observer, Combined Upper Air Or (see 2)	23.84
urface Programs	
0621 - Weather Observer, Senior (see 2)	26.41
00 - Transportation/Mobile Equipment Operation Occupations	
1020 - Bus Aide	11.89
1030 - Bus Driver	15.89
1043 - Driver Courier	14.49
1260 - Parking and Lot Attendant	9.13

1290 - Shuttle Bus Driver	15.55
1310 - Taxi Driver	12.89
1361 - Truckdriver, Light	15.55
1362 - Truckdriver, Medium	19.65
1363 - Truckdriver, Heavy	20.37
1364 - Truckdriver, Tractor-Trailer	20.37
00 - Miscellaneous Occupations	
9030 - Cashier	10.78
9050 - Desk Clerk	10.42
9095 - Embalmer	23.94
9251 - Laboratory Animal Caretaker I	10.92
9252 - Laboratory Animal Caretaker II	11.74
9310 - Mortician	24.19
9410 - Pest Controller	20.41
9510 - Photofinishing Worker	12.03
9710 - Recycling Laborer	18.59
9711 - Recycling Specialist	22.42
9730 - Refuse Collector	16.70
9810 - Sales Clerk	12.60
9820 - School Crossing Guard	12.64
9830 - Survey Party Chief	22.70
9831 - Surveying Aide	12.60
9832 - Surveying Technician	20.64
9840 - Vending Machine Attendant	14.38
9841 - Vending Machine Repairer	17.05
9842 - Vending Machine Repairer Helper	14.38

OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

LTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

ATION: 2 weeks paid vacation after 1 year of service with a contractor or
cessor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service
ludes the whole span of continuous service with the present contractor or
cessor, wherever employed, and with the predecessor contractors in the
formance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

IDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther
g Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor
, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A
tractor may substitute for any of the named holidays another day off with pay in
ordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does
apply to any employee who individually qualifies as a bona fide executive,
ministrative, or professional employee as defined in 29 C.F.R. Part 541. Because
t Computer System Analysts and Computer Programmers who are compensated at a rate
less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per
k) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.
) wage rates may not be listed on this wage determination for all occupations
hin those job families. In addition, because this wage determination may not

t a wage rate for some or all occupations within those job families if the survey indicates that the prevailing wage rate for the occupation equals or exceeds .63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

itionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder, photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the use of equipment; minimal damage to immediate or adjacent work area or equipment being used. Operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

UNIFORM ALLOWANCE **

Employees are required to wear uniforms in the performance of this contract whether by the terms of the Government contract, by the employer, by the state or

al law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to a wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

QUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 4 (SF 1444)}

Performance Process:

The contracting officer shall require that any class of service employee which is listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such unformed classes of employees shall be paid the monetary wages and furnished the same benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} In multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be formed.

The process for preparing a conformance request is as follows:

When preparing the bid, the contractor identifies the need for a conformed classification(s) and computes a proposed rate(s).

After contract award, the contractor prepares a written report listing in order of proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees perform any contract work.

The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

Within 30 days of receipt, the Wage and Hour Division approves, modifies, or approves the action via transmittal to the agency contracting officer, or informs the contracting officer that additional time will be required to process request.

The contracting officer transmits the Wage and Hour decision to the contractor.

The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

In preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. Links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.